

Foxtons Group plc
("the Company")
Board Diversity and Inclusion Policy

Introduction

The Board of Foxtons Group plc recognises the importance and benefits of diversity throughout the organisation and on the Board. Foxtons believes that the business benefits from having a diverse workforce, at all levels and in all roles, that reflects the communities in which the Group operates as this enables us to better understand and meet the needs of our customers. Diversity includes different nationalities, race, religion, age, sexual orientation and gender, as well as different personalities, education, backgrounds and culture.

Policy Statement

The Board's policy on diversity is to ensure that the directors on the Board have a broad range of experience, knowledge and skills and that there is diversity of thinking, background and perspective in order to effectively deliver the Company's strategy. The Board is committed to diversity on the Board without compromising on the calibre of directors.

The Board Diversity and Inclusion Policy complements the Equal Opportunity and Diversity Policy, applicable to all employees.

The Nomination Committee reviews and assesses Board composition on behalf of the Board and recommends the appointment of new directors. It also considers the balance of skills, experience independence and knowledge of the Board, the diversity representation and the effectiveness of the Board as a whole on a regular basis.

The Board supports the Listing Rule regarding diversity and inclusion targets:

- a) At least 40% of individuals on the Board are to be women;
- b) At least one senior Board position is to be held by a woman; and
- c) At least one individual on the Board is to be from a minority ethnic background.

When identifying suitable candidates for appointment to the Board, the Nomination Committee will consider candidates on merit against objective criteria and have regard to the recommendations of the FTSE Women Leaders Review, the Parker Review and the Financial Conduct Authority's Listing Rules, alongside the established needs of the Company. Any search firm engaged to assist the Nomination Committee in identifying candidates for appointment to the Board will be specifically directed to include diverse candidates generally.

Objectives

The Board has not imposed a quota regarding gender balance or other aspects of diversity, although it remains committed to ensuring the business reflects a diverse workforce (including from a perspective of ethnicity and gender) at all levels of seniority and when considering Board appointments, whilst always seeking to ensure that each position is offered on merit to the best available candidate.

The Board's primary objective is to foster a culture of inclusion, diversity and equal opportunities that is promoted by the Board and senior management championing diversity and inclusion in support of the Company's values.

The Board supports management's actions to increase the proportion of senior leadership roles held by under-represented groups through the work of the Equality, Diversity and Inclusion Committee which has the following goals:

- To be target driven
- To encourage everyone to be their true selves
- To have a diverse team
- To counteract bias
- To reflect our communities; and
- Be vocal and visible.

Monitoring and Reporting

The Company's Annual Report includes a separate report from the Nomination Committee describing its work, including the process followed in respect of Board appointments, succession planning for the Board and senior management and how this policy has been applied.

Review of the Policy

This policy will be reviewed annually by the Nomination Committee which will assess the effectiveness of the policy. The Nomination Committee will consider any revisions required and recommend any changes to the Board for approval.

Updated and approved by the Board on 12 December 2024.